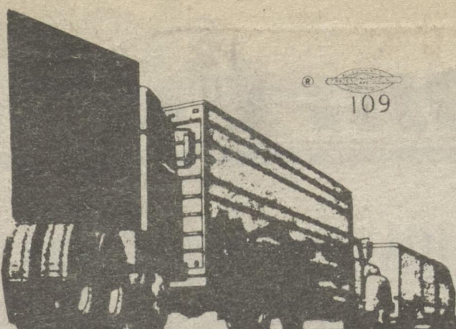




CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

January 1987
#67



Roadway Backs Down

Sometimes the pen is mightier than the sword. It definitely was in the case of Miami, Florida Roadway Express where management has been singing a different tune since an article appeared in *Convoy Dispatch* in December.

The article reported on a memo written by Miami Terminal Manager Keith Helton in which he instructed supervisors to take on the Teamsters, write up workers and never use nicknames or first names with workers since they "aren't your buddies, never will be." Because of this article Helton's arrogance was exposed to the light of day. It appeared on nearly every Roadway bulletin board in the country and also made its way to Roadway headquarters in Akron, Ohio and the Local 390 union hall in Miami.

Local 390 Business Agent John Taylor confronted Roadway management with the memo and Akron sent down a top labor man to tell the local that Helton's memo wasn't really company policy. But the best was yet to come: Roadway agreed to rescind hundreds of warning letters and strike all disciplinary action from employees' records that had been issued during the six months prior to November. Members report

continued on page 11

Cleveland Members Take Action to Remove Presser from Office

On December 1, three members of Cleveland Local 507 filed suit against Jackie Presser, Harold Friedman, and their associates, seeking to restore nearly \$3 million to the union treasury. The money involved includes the payroll checks made out to ghost employees, and also the bloated salaries the local paid to Presser and Friedman during the period of the ghost employee operation.

"We want the money returned to the union as soon as possible so that it can be used for what it is intended for," stated attorney Paul Levy at a press conference in Cleveland after he filed the suit in federal court. TDU

leader Mike Friedman (no relation to Harold) also spoke at the press conference.

Presser and Harold Friedman will face a criminal trial in mid-1987 on the ghost employee deal, but this new suit from rank and file members aims to restore the money to the treasury, and also calls for removal of Presser and Friedman from all union positions. It is filed under the Racketeer-Influenced and Corrupt Organizations (RICO) Act and the Landrum-Griffin Act.

Organized-crime figure John Nardi Jr. and Presser's uncle Allen Friedman were convicted as ghosts in the payroll scam, but later let off the hook when the Justice Department declined to provide the details of Presser's role as a paid FBI informant. Ironically, on the same date members filed this lawsuit, Presser's attorneys submitted documents to the court affirming that Presser has been an FBI informant, and the FBI's "relationship included authorization of the acts set forth in the indictment."

Friedman Threatens Members

The three members of 507 who filed the suit — all tankhaul drivers — are Harry Brown, Ron Caldwell, and M.D. Leatherman. They knew they were taking on some tough customers, but didn't expect the desperate behavior from the defendants that was to come within weeks.

Once a year Local 507 holds a Christmas party and gives every member who attends a free turkey. For a local that does little to represent its members, a free turkey is one thing the members can look forward to. There is also a Santa Claus for the kids and other holiday festivities.

Harry Brown, Ron Caldwell, and co-worker Ray Patrick decided to go to the party on Saturday, December 20. "We're not naive. We expected some dirty looks or something. But we felt we had a right to be there, and should not have to be afraid to go to our own union hall," Caldwell told us.

What they found was shocking and disgusting. Their names had been marked on cards in the file used by the office staff, so they could be fingered. BA's began to circle them. They came face to face with Harold Friedman, and were surrounded by about 15 men, apparently the goon squad. Friedman began shouting and slobbering, using filthy language repeatedly, although the men had wives, children and grandchildren with them.

Friedman asked Harry Brown where he intended to work, and predicted he would not be working at Matlack much longer. He made references to violence and announced he would attack Brown on the spot except Brown was smaller. He said he wanted to get a good look at him so he could recognize him later on the street. By contrast, Brown and his fellow Teamsters kept their cool. They didn't back down, or lower themselves to Friedman's level. They left with dignity.

We understand that appropriate legal steps are being taken regarding this incident. And, on January 2, 1987, Harry Brown, Ron Caldwell and Ray Patrick were interviewed by the CBS TV affiliate in Cleveland. Friedman had "no comment" for the press, and he has not returned calls from the *Convoy Dispatch*.

If Friedman thought he would scare these Teamsters off, he was wrong. They are standing strong, and now more members may join in the litigation.

We print this article to let all Teamsters know that we have an international vice president who is a desperate man, who behaves like a street thug and not a labor leader.

But even more important, we want all Teamsters to know that there are intelligent, courageous members like Harry Brown, Ron Caldwell, M.D. Leatherman, Ray Patrick and others involved. "We need to speak up and work to better our union. We've been passive too long. TDU helps us learn how to do it," Brown said.

Inside

RECALL OF JIFFLOX ORDERED page 3

MANAGEMENT WISH LIST FOR 1988 FREIGHT CONTRACT page 4

KROGER DRIVERS FILE SUIT page 8

New York Rank and File Victory



Winners of the New York City Local 138 election were, from left to right, back row first, Brady Winstead, Mike Ruscigno, John Georgopoulos, Pat Lauer, Nick Montalvo, Robert Skeries and Paul Auriemma. See story on page 5 to find out how they did it.

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Michigan 48210
(313) 842-2600

From the Members

No Pension Until Coffin is Open

It's not right that the recent pension benefit changes in the Central States Fund are tied to age, instead of years of service. I will have thirty years in at age 57, for example. Apparently they don't want to give you anything until your coffin is open and waiting and your pallbearers are lined up. TDU members need to raise this important issue.

Charles Welsh
Local 41
Kansas City, Missouri

Keep Up Crusade to Save Union

After spending six long years working for the ruthless "Big R" I am now happy to be working for Yellow Freight, a company that treats people like people, not cattle. I believe TDU is a very necessary group in the present climate of our union's disregard for the membership. Please keep up the excellent crusade now under way.

Don Lake
Local 641
Spring Lake, New Jersey

St. Louis Kroger Workers Sold Out

As one of the 5,000 Kroger employees who were sold out in the St. Louis area, I find myself frustrated, embittered and with very little hope of maintaining my family's standard of living.

I am proud to have been one of the people who distributed *Convoy Dispatch* at our warehouse, and have one final message for my brother and

sister Teamster members. If someone placed your hand in a vise and began to turn the handle, how long would you wait before starting to free yourself?

Teamsters today are in a vise. Big hands are turning the handle very slowly, hoping we won't notice as the vise gets tighter and tighter, and hoping that we will wait until it is too late before starting to struggle.

Don't wait any longer—start fighting back now by joining TDU.

Jesse Barton
Local 610
St. Louis, Missouri

Enjoyed Convoy Dispatch Article

The problems of labor today are very serious and depressing. In light of this situation I thoroughly enjoyed and appreciated the humor in your response to the Roadway Miami management memo (*Convoy Dispatch* #66). Keep up the good work.

Angela Kircher
Local 961
Denver, Colorado

Reciprocity Is a Major Problem

Too often Teamsters are penalized for having a break in service and for changing pension funds. I had 24 years of service with Time-DC without any breaks in service, then did not work during 1983 and eventually got a job with Roadway, where I have been for three years. To get full pension when I retire the fund says I have to pay them for 1983. Pension fund rules should benefit us rather than make it harder to get our full pensions.

Arthur Rannfeldt
Local 886
Edmond, Oklahoma

TDU Steering Committee

Co-Chairs:
Pete Camarata, #299
Dan Campbell, #486
Joseph Day, #170
Linda Gregg, #435

Members:
Doug Allan, #208
Millie Grant, (#728)
Diana Kilmury, #213
Tom Pizzuto, #863
Mike Savvoir, #41
Pete Sercombe, #150
Gail Sullivan, #278

Organizer:
Ken Paff, #407

Trustees:
John Braxton, #623
Mike Friedman, #407
Doug Mims, #728

Alternates:
Archie Cook, #705
Sam Fenn, #63
Delmar Bequette, #600

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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How To Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Cannery Workers Organizing Project: Box 8548, San Jose, CA 95155. (408) 289-8415.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1986 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all international officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

SPREAD the WORD Distribute Convoy Dispatch

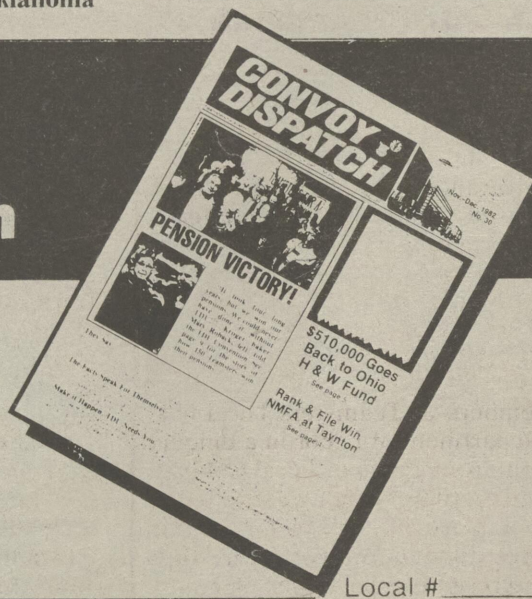
Every month tens of thousands of working Teamsters depend on *Convoy Dispatch* for hard news on the union, special educational features, and updates on the progress of the rank and file movement.

But they don't get it at a newsstand or drugstore. They get it from a Teamster like yourself who is willing to help keep other Teamsters informed by distributing copies each month.

Help us help all Teamsters by signing up for a monthly bundle of *Convoy Dispatch*. For a small cost you can help spread the word. Use the order form at right today.

Name _____ Local # _____
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Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)





Washington Watch

TDU Spurs Action

Effort to Stop Road Casual Scam Continues

After a year of working to get International Union officials to enforce the master freight contract on full pay for casual drivers used on the road, TDU began preparations to take legal action in late 1986. Attorney Arthur Fox wrote the IBT to attempt to resolve it, and top IBT officials decided they just might do something after all.

At issue is millions of dollars stolen from Teamsters in the Eastern and Southern Conferences by major carriers (Roadway, CF, Yellow, Transcon, St. Johnsbury and others) who are paying road drivers 27c-28c a mile, some 7c under union scale. This is in complete violation of the NMFA, which provides no cut rate for casuals used on the road, only for casuals used in local cartage work (the \$11.50 per hour rate).

The issue was finally deadlocked at the national grievance panel in August 1986, giving the union the right to strike any target carrier who refused to comply. The employers (Trucking Management Inc.) meanwhile filed a charge at the National Labor Relations Board (NLRB) claiming that top Teamster negotiators agreed to this sweetheart deal in the 1985 negotiations, but then reneged on it later when faced with angry members.

The NLRB has not ruled, as of this

date, on the charge. The union has agreed to take no action against the carriers while the charge is pending, and hopes that if the NLRB dismisses the charge the carriers will start abiding by the contract.

It seems apparent that nothing much would have happened without TDU's efforts and angry response from rank and file members. At this point, we are awaiting the outcome of the employers' NLRB complaint and the union's response, before taking

any decisive action.

Incredibly, some union officials are now trying to act as if they were standing up for the members all the time. Don West, Southern Conference IBT Freight Director, told members that the casual rate was fine with him. So did R.C. Davis, business agent for Weldon Mathis in Atlanta, Georgia Local 728. But now Davis, writing in the Local 728 newspaper, states that he's been against it all along, and even claims the union filed an NLRB charge

(rather than the employers).

At issue is millions of dollars in back pay, future wage rates, and the future of fulltime jobs. Carriers are using more casuals on the road, rather than hiring more fulltime Teamsters. The reason is obvious. If this is not corrected before the end of this contract, you can be certain it will be written into the 1988 contract. TDU will continue to work to eliminate the bogus road rate, get back pay, and press for fulltime jobs for Teamsters.

TDU Campaign Gets Results

NHTSA Orders Recall of Jifflox

In response to a complaint filed by TDU, the National Highway Traffic Safety Administration (NHTSA) has ordered the manufacturer of Jifflox dollies to recall all their units. The complaint, filed one year ago, was backed up with information gathered by hundreds of road drivers. In dozens of terminals, TDUs collected information on accidents and injuries, working with TDU attorneys to get the facts out on the dangers of the device. Their hard work resulted in this important victory.

NHTSA's investigation states that the four primary dangers of the Jifflox

are the excessive tongue weight, collapsible landing legs, lack of a handle on the tongue and difficulty in moving the fifth wheel from the ground.

TODCO, the manufacturer of Jifflox, maintains that injuries result from driver negligence. The NHTSA order stresses that even if this were the case, they could still enforce a recall as TODCO should have foreseen the uses of the Jifflox. NHTSA also points out that the Jifflox training manual understates the problem of hooking a set of doubles. In the manual it is assumed that drivers will not have to move the Jifflox manually—far from the case.

NHTSA points out: "It is inevitable that some drivers end up doing manual manipulation."

In January, TODCO plans to meet with NHTSA to avoid the recall or get a settlement. If NHTSA refuses to budge, they will again ask for the recall and go to court if necessary to force the removal of this menace from trucking yards.

TDU attorneys point out that it is important for road drivers to keep searching for additional information on Jifflox injuries and accidents. If TODCO does propose a settlement, the additional information can be used to counter their claims. Drivers who have not yet contacted TDU are asked to contact us or NHTSA at 400 7th St. SW, Room 5326, Washington, D.C. 20590. Include your name, employer, date of injury, cause of injury and amount of workers' compensation.

Legal Briefs

Central States Pension Ruling Overturned.

A December ruling by the federal Court of Appeals has overturned the settlement of claims against the Central States Pension Fund in the *Sullivan* case, a ruling that could affect the rights of hundreds of thousands of Teamsters. Two years ago, the parties in *Sullivan* had reached a class action settlement that provided for improved eligibility and break-in-service rules for the fund, as well as the creation of a special hardship committee to award benefits. The settlement also obtained the recoupment of \$2 million of the fund's assets from several trustees who had mismanaged the funds. The court overturned this settlement because of the Department of Labor's (DOL) objection that they should not be bound by what they considered an insufficient settlement, and remanded the case to the lower court. Eventually, this ruling may mean that the fund will receive additional money from the trustees who improperly used the fund's assets. The short-term effect, however, is likely to be continued delay in the processing of claims against the fund by members who stood to gain from the improved eligibility rules and changes in the fund's terms.

New Election Challenge in Springfield, Ohio.

TDU member Al Knisely and two other members of Teamsters Local 654 have filed suit against the local and the U.S. Department of Labor in a unique legal challenge aimed at securing Knisely's right to an election. Local 654 had denied Knisely, who ran for business agent, and two other candidates who ran for secretary treasurer and vice president, a place on the ballot in the February 1986 election. The three candidates filed a protest with the Department of Labor, but the DOL chose only to rerun two positions, claiming that because Knisely was running for BA he was not seeking an officer position and therefore not protected under Title IV of the Landrum-Griffin Act.

Under the act, candidates in a union election ordinarily must file a complaint with the DOL after they have exhausted internal union remedies for three months. In his suit, Knisely seeks an immediate election and a declaration that the local union denied his rights by refusing him access to office. If successful, Knisely's suit will confirm the right of elected business agents to legal protection against election abuses like this.

Pension Increase Timing Questioned

As a result of a recent action by the Central States Pension Fund, thousands of Teamsters who retired between July, 1985 and November, 1986 have been shafted out of receiving the top pension benefits they deserve. As reported in the last issue of *Convoy Dispatch*, the Central States Fund, effective January, 1987, has implemented various increases in benefits.

In the past, benefit increases have always been announced right after the ratification of the freight contract. Pension levels would then remain the same for three or even six years. Under this system, members could decide to hold off their retirement until the next contract to take advantage of any increases that resulted.

Many members who retired after the 1985 freight contract (and implementation of 30-and-out) would probably have waited if they had known that another increase was forthcoming. Especially as it could have meant a difference of hundreds of dollars. This injustice was made even worse by the fact that some Teamsters who asked if an increase was coming were told no, while in some areas (Indianapolis for example) some members were told by union officials that an increase was coming.

TDU would like to investigate the possibility of getting this injustice corrected. Two things you can do to help are:

1. Contact TDU if you know someone who retired with over 24 years of contributions, and who might have waited an extra year to get the higher pension.
2. Contact TDU if you have information regarding union officials who advised members to wait to retire.

Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation and reforming safety regulations—the Professional Drivers Council of TDU is here to help you. Contact us today at: PROD/TDU
2000 P Street NW
Room 612
Washington, DC
20036
(202) 785-3707



Short Takes

This month's column is devoted to covering some of the best and worst happenings in our union during 1986. Here are our awards for the year:

Five Worst Ideas of 1986: In this order, The Jackie Presser Defense Fund; triple trailers and their expanded use; the sedan chair to carry Presser at the Teamster convention; ESOPs (in the top five again this year); and Teamster drug testing.

The Ferdinand Marcos Clean Election Award goes to a perennial winner, Chicago Local 710 (now in court over illegal election practices). Runner-up award goes to Atlanta Local 728 where IBT Secretary Treasurer and Local 728 leader Weldon Mathis and other officials were told by the court to clean up their practices in the IBT Convention delegate election. The nice-try-but-it-didn't-work award goes to New York Local 138 former President Frank Ribustello who assaulted an opposing slate member in October (see story this issue).

Wimp of the Year Award goes to Dan Darrow who presides over the UPS Division (now called the Small Package division). Running close behind and sharing the runners-up award are the NLRB, OSHA and DOT.

The Now You See Them, Now You Don't Award, long dominated by former IBT President Jimmy Hoffa, goes this year to Jackie Presser's "Blast" squad, McLean Trucking and Roy Williams.

PIE Nationwide handily won the Who Owns This Company? Award. We'll let you pick the real owners of PIE from the following choices: 1. International Utilities; 2. Maxitron I; 3. Maxitron II; 4. Cindy Presser; 5. PIE Employees.

Couple of the Year Award was easily won by former Western Conference IBT Director Andy Anderson and Watsonville Canning (the union-buster he now works for). Runners-up are Sylvester Stallone and Jackie Presser.

Work Till You're Dead Award was taken by the Central States Pension Fund thanks to their decision to change benefits to induce Teamsters to work to age 65 rather than raising 30-and-out benefits. Runner-up prize goes to another strong contender in this category, UPS, which refused to call a Mississippi driver off his route after his wife had been kidnapped.

Your Drive Dollars at Work Award goes to Jackie Presser, who sent a letter of congratulations to Senator Patrick Moynihan for his election victory—five years late.

Outstanding Teamsters of the Year Award goes to the 1,000 Teamsters at Watsonville Canning, who were on strike every day of 1986.

Letter Discloses What Freight Companies Want in 1988 Contract

Reprinted here are the details of a letter from top management of Preston Trucking (one of the largest NMFA carriers) to Arthur Bunte, chairman of Trucking Management Inc. (TMI) and chief employer negotiator for the national master freight contract.

It reveals what further concessions in jobs, benefits and working conditions the employers will ask for in the 1988 contract. Although the contract is a year away, it's time for our side to be making similar plans on how to strengthen the agreement, eliminate subcontracting to non-union carriers, protect our jobs and improve conditions and safety.

This information is presented in the interest of forewarning Teamster members and local unions, so that we

may better prepare ourselves.

Over the Road Issues

A. Provide for one-quarter hour free time at all terminals.

B. Provide for a uniform application of road driver drop and/or hook compensation at one-quarter hour for a single drop and/or hook for semi-trailers or doubles already in sets and one-half hour for doubles not in sets.

C. Elimination of premium pay for road drivers working into or out of a holiday.

D. Provide for the use of owner-operators on the same basis as they use rail. (Clean and dirty rule.)

Local Cartage Issues

A. Expansion of the work week to provide for straight time work (both city and dock) on Saturdays and an 8:00 p.m.

Freight Lines

Will We Ever Be Ready for ESOPs?

Chief Teamster economist Norman Weintraub was recently quoted in the *Union Labor Report* as saying "the membership simply isn't ready for ESOPs." Contract language on ESOPs was considered during the 1985 freight negotiations but, according to Weintraub, the union didn't want to risk defeat of their proposal by adding ESOP contract language.

Meanwhile, our union continues to claim that ESOPs are "completely voluntary." Nevertheless, the union has developed guidelines that companies must meet if they wish to implement an ESOP. These include provisions that the company be 49% employee-owned at the end of five years; and that the union get to choose 25% of the board of directors.

Ten out of the twenty carriers under the freight contract that implemented ESOPs are now out of business. Weintraub stated that companies which used ESOPs to cut rates have "gone down the tubes."

Preston Buys Another Non-union Carrier.

Preston recently added a fourth non-union carrier to their holdings with the purchase of Saia Motor Freight. Saia operates out of 22 locations in the South and Southwest, and the purchase will allow Preston to expand into those areas for the first time. Preston's other non-union carriers are Smalley Transportation, Reeves Transportation and Pioneer Transportation.

PIE Pays "Light Duty" Employees "Light" Pay of \$5 an Hour.

PIE has engineered an incredible contract violation by bringing employees who are out on workers' compensation back as "modified job workers" and paying them \$5 per hour. The positions involve light duty work (bill transfers, yard checks, etc.) and those filling them are made to sign an agreement accepting a "non-union" position at the lower rate. Toledo Local 20 stewards have filed grievances over this outrageous practice and are awaiting a decision. For more information, or if you have been forced into one of these modified jobs, please contact the TDU office.

CF Driver Shot and Robbed, then Given Warning Letter.

On November 21 Maurice Moses pulled to the side of Highway 60 near Beaumont, California, in foggy weather, for a 15 minute stop. He set his clock to go off and leaned over the wheel. He was awakened by two men, one with a knife and one with a .44 magnum, who attacked, robbed and shot him. He was shot in the abdomen and shoulder, and had his hand severed. Bleeding badly, he blew the airhorn as the attackers fled, but no one stopped to help.

"I said a prayer and mustered all my strength to put it in gear and pull the truck out diagonally to block the highway," Moses told us. He thus attracted attention, and finally got help to get to a hospital.

This story is a reminder that trucking is a dangerous occupation in more ways than one. But it also says something about the way some employers view their employees. CF's Mira Loma linehaul supervisor responded quickly with two disciplinary letters, for "abuse of company time" and "delay of freight and equipment." CF also sent someone to the hospital to interview Moses while he was still under sedation. They also proceeded to deny his workers' compensation, until he retained an attorney to win that.

Brother Moses, a member of Local 63 and TDU member, is recovering at home now, still with two bullets in his body and with an "erector set" on his arm and hand, which he hopes to regain good use of. We wish him the very best, and hope that Consolidated Freightways will reconsider the way their management has treated this employee.

Sunday night straight time start. Unassigned people to be worked any five out of seven days, coupled with the ability to use casuals at straight time before regulars at premium time.

B. The ability to drop and/or hook with road drivers at terminal facilities regardless of city personnel or off duty at company discretion.

C. Creation of a combination classification bid to include dock, city and road work. This would permit increasing the size of the outbound dock crew and allow employees to complete the outbound loadings, make short turns to either breakbulk or destination terminals, returning to destination with the inbound and working the inbound as time permits.

D. Provide language for uniform city bids of five 8 hour days, five 9 hour days, four 10 hour days (not necessarily consecutive) as operational needs dictate without restrictions, i.e. number, mileage, etc.

E. Provide for starting time flexibility for both casuals and regulars.

F. Where it is presently higher, reduce the bid/guaranteed percentage to a maximum of 80% bid/guaranteed and 20% unassigned/not guaranteed. Possible fallback position would be to split the unassigned people guaranteeing a portion.

G. Establish a separate category for regular part-time people with a four hour daily guarantee.

H. Eliminate premium pay for work performed on holidays. Work performed on a holiday should be paid at the straight time rate plus the holiday versus double pay.

I. Uniform application of lunch periods at 30 minutes and coffee breaks, two daily at 10 minutes each.

General Application

A. Establish reduced hourly rate for all non-productive time.

B. Explore our present entry rate provision considering a higher entry level, increasing in smaller increments over a longer period of time. (70% to 75%, 5% increment raises every two years. Example: tiered-wage.)

C. Completely re-do the paid time off provision of the contract. This would include re-establishing vacation pay levels for both local cartage and over-the-road personnel and combining paid time off provisions. For example, retain the present vacation provision of one year-one week, two years — two weeks, 10 years — three weeks and combine other paid time off provisions, such as sick leave, funeral leave, personal holidays, birthdays, etc. into a bonus pool to be awarded at the end of the year, starting in the second year based on attendance, i.e. a 90% attendance rate would yield 90% of the bonus pool. Present fourth and fifth weeks of vacation would be added to the bonus pool at 15 and 20 years, respectively.

D. Provide for daily contributions to health and welfare and pension funds with a maximum of eight hours per day and 40 hours per week.

E. Provide for uniform application of the supplemental agreement throughout that supplemental area, eliminating area or local practices providing conditions/provisions over and above the contract. Examples: Starting time restrictions, the Monday-Friday work week restriction in St. Louis.

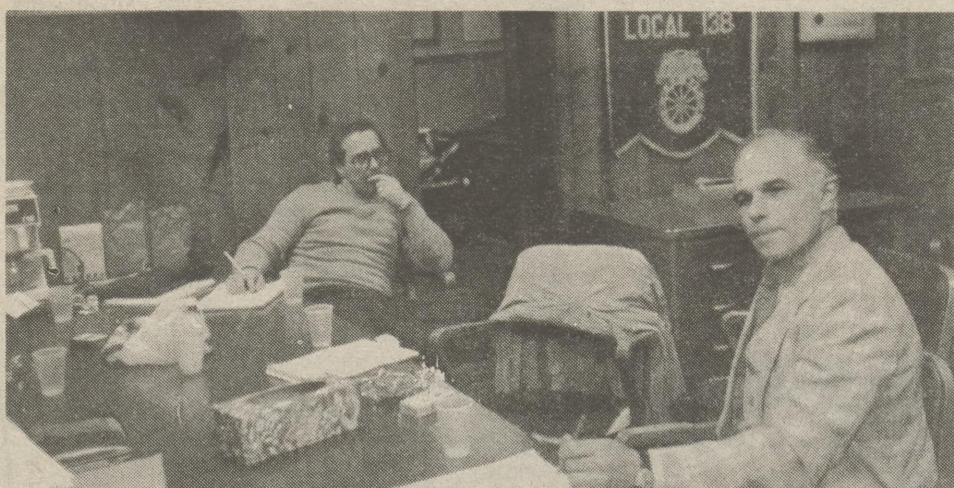
F. The industry must take a serious look at the "hiring hall" practice in various areas, which is little more than recirculating the "unemployable" from company to company as casuals. (All of our drug/alcohol, accident, etc. discharges will be manning the hiring halls.)

G. Eliminate all local grievance committees.

H. Four-year contract.

Election Victory for New York TDUers

Local 138 Rank and File Take Back Their Union



New Local 138 Secretary Treasurer Paul Auriemma (left) and Trustee Nick Montalvo (right) in the local hall after their victory.

Matlack Already Got Their Gift from Us

Allen Hall
Matlack

Local 270, Denham Springs, Louisiana

Much to my surprise and dismay I recently received a notice in the mail from what is called the "Matlack, Inc. Employee Committee." Their reason for writing was to announce their intention to give our company, Matlack, a "special gift of appreciation" in honor of its 100th birthday.

Can you believe it? I had a hard time, I must admit. Of course it was December and the season of the year to be charitable, but the very idea of this is like Robin Hood collecting from the poor and giving to the rich.

The committee has in mind no mere token of appreciation. Their goal is to raise at least \$100,000 in order to

purchase a new Mack tractor, as well as a trailer. The keys will be handed to Matlack President Jerry Trippitelli, and following the presentation, the unit will be used to tour the country and attend terminal openings, shipper meetings and special events. In other words, this gift will be used as a promotional tool by management.

I can't speak for everyone at Matlack but I do know that I am working harder now than I did several years ago, and am making less money. This is thanks to Matlack's generosity and the concession contracts we have had to live under. As far as I'm concerned, if Matlack workers would like to contribute to something worthwhile, then I'd suggest doing yourselves a favor by making a contribution to TDU — a step that will help us get our union back on its feet.

Presser Trial Update:

December 1, 1986. Three Local 507 members slap Presser and Harold Friedman with a \$3 million lawsuit demanding repayment of ghost moneys, and removal from all union posts. Also, IBT General Counsel and Presser attorney John Climaco states in court that Presser was an FBI informant and had "authorization" to pay union money to relatives and criminals. Presser's defense hinges on the FBI connection.

December 2, 1986. Justice Department attorneys concur that Presser was an informant, as they present their case against former FBI agent Robert Frederick, who admits he cooked up the "authorization" defense with Presser. Transcripts show Frederick admitting, "It's true, I lied."

December 3, 1986. Judge George Revercomb rules that Frederick believed he had been granted immunity when he told the truth, so those statements cannot be used against him. A big blow to the case against Frederick, who can still be made to testify against Presser on the scheme.

December 12, 1986. FBI offers Jackie Presser a new identity so he can drop out of sight. Presser declines offer.

"The rank and file of this local union won control on December 7. Now the membership is more confident because they know that they can throw us out too, if we don't do what they want." That's how Bob Skeries, newly-elected Vice-President of New York City Local 138, summed up their recent election victory.

The fight for change in Local 138 stands as a lesson to all Teamsters who say, "It can't be done." Consider some of the tough conditions these Teamsters faced, and were able to overcome:

- Local 138 had not had a contested election in many years. During that time it was ruled by officials who felt they owned the local to do with as they wished.

- Local 138 officials routinely threatened anyone who expressed interest in becoming involved in their union. On October 21 Local 138 President Frank Ribustello attacked TDuer Mike Ruscigno, in front of Key Food management, sending him to the hospital. Ribustello then had management call a meeting so that he could denounce members who had dared to demand that he represent them.

- The 2,200 members of Local 138 are scattered among nearly 50 different shops, including food warehouses, furniture drivers and many others.

How They Did It

It all began two years ago, February 1985, at a TDU Educational Conference attended by Local 138 members from the Brooklyn Key Food warehouse. They explained that they were not even allowed to file grievances. With advice and assistance from TDU and the TDU Stewards' Manual, they began investigating and filing their own grievances. Meanwhile, Local 138 members at the White Rose warehouse met Eddie Schof, a long-time

TDU member. The White Rose members were angry because their contract had been changed after the ratification vote. Schof introduced them to attorney Dan Clifton, who helped them file a lawsuit challenging the contract change.

Newsletter Started

Encouraged by the legal and organizing information they were getting from TDU, Key Food workers then kicked off a newsletter, *The Free Key Press*, which kept members informed and also got the attention of company and local officials, who sponsored a rival newsletter which reprinted "Blast" slanders about TDU. Both company and union came down hard, not wanting their cozy relationship upset. TDuer and warehouse steward John Smallman was fired and a bogus arbitration hearing upheld his firing.

Members responded by picketing the Key Food warehouse and leafletting stores. With Clifton's help legal action was initiated to win back Smallman's job. Finally the NLRB ruled in his favor, ordering reinstatement and full back pay (management has appealed, but Smallman is expected to win).

The movement spread beyond White Rose and Key Food. Paul Auriemma, steward at Modern Maid Food, contacted TDU and got involved. Local-wide meetings brought together members from many shops and a local-wide newsletter, *The Bottom Line*, was started. Brady Winstead told CD, "Our drivers get around the city. They started to spread the word to other shops — that's how we did it." Auriemma is now secretary treasurer of the local; Winstead, a trustee.

The rank and file committee formed out of the meetings then chose candidates to run in the election. They called themselves the New Beginning Slate. Originally, most of the New Beginning slate members had not intended to run for office, including John Georgopoulos, now principal officer of the local.

On election day the slate mobilized three buses each from White Rose and Cory. They also had hospitality vans at the voting site and provided muffins and coffee to supporters. Due to this hard and well-organized effort, the election results were overwhelming, with the New Beginning Slate sweeping all seven positions by 3-1 margins.

John Georgopoulos, new president of the local, told CD, "Thanks go out to many people for making this happen — to TDU for giving the tools and devotion to help educate the membership, to the membership for organizing themselves within their shops and to the law firm of Clifton and Swartz. I can't stress enough the importance of education in winning back our union — it is what breaks through the ignorance that has been bestowed upon us by these regimes and that has kept us behind the eight ball."

That's exactly what TDU is about — giving members the tools they need to get involved, get organized and gain control of their local unions.



TDUers Run on the Issues

Reform Movement Grows in Local Elections

From New York to West Virginia, Baltimore to California, TDUers and active, reform-minded Teamsters ran for office in elections this past fall. Many winning solid victories. These victories, and even efforts that fell short, are a barometer of the support in our union for reform, democracy and commitment to the future. They show that the rank and file movement is growing, and that rank and file leaders have the support of their co-workers.

The victory of New York Local 138 TDUers (story, page 5) is one story of how drivers and warehouse workers were able to bring a new day to their local, which was family-run for a generation. These dedicated challengers were able to beat the odds through solid organizing, unity and education.

This is just one story of several that took place over the last several months. Also, it shows that the disunity and apathy which can grow in our local unions can start to be overcome. Another election winner, Dave Robbins from Boston Local 504, points out that, "Apathy is one of the major problems, and it has grown over the years. But there are solutions. We have to fight harder in the face of hostile employers' union-busting, and it is up to the leadership and members to turn things around."

Printed here is a round-up of results from a number of union elections. If you have more election news or views, please write *Convoy Dispatch*.

West Virginia Local 175. TDUer Sam Talbert lost by just five votes in this 4,000 member local, but all six of his running mates won to become the majority on the Executive Board. The incumbents had the advantage of a vote-splitting candidate for the top spot, who drew just 48 votes, enough to tip the balance. Talbert and others reported in last month's *CD* that it was a great victory and that we "we made history here."

British Columbia Local 213. In Canada's largest local union, the incumbents, backed by International Vice President Ed Lawson, narrowly topped the slate led by TDUer Jack Vlahovic, winning six of seven spots. Diana Kilmury won a position as trustee. She is the seventh current member of the TDU International Steering Committee to become an officer, elected business agent or delegate of a major local union.

Lawson had stated that she would never win, and now his friends are busy challenging her election.

Vlahovic and his slate had an uphill battle. Local 213 has more International representatives than any other IBT local. The challengers also found that in some plants formerly covered by Local 351 (merged into Local 213) officials had asked people to turn in their ballots rather than mail them. It has been protested.

Stockton, California Local 601. It came right at Christmas and was an appropriate gift, a major rank and file upset in this very large food industry union. Lucio Reyes, a longtime activist

THE SAM TALBERT TEAM,
seven leading rank-and-file
Teamsters members, believe
we cannot afford to keep our
backward-looking union offi-
cials in office.

**We can move our members
ahead by actively working for:**

- * Elected business agents, shop stewards and our International President.
- * Majority vote on contract ratification.
- * A commitment of the union's vast financial and human resources to organizing non-union operations.

Introducing
the
'86 Rank and File Candidates
for
TEAMSTERS LOCAL UNION -213
EXECUTIVE BOARD

Keep this card for future reference.
Mailing Address:
'86 Rank & File Election Committee
P.O. Box 80126
S. Burnaby, B.C. V5H 3X5

**NEW
BEGINNING
SLATE**

NEW BEGINNING SLATE GOALS

Representation

We will be available to handle your shop problems and we will treat each member fairly and respectfully.

Union Meetings

We will hold regular union meetings with notice to the members.

Extras

We will fight the abuse of extras working below union scale.

Progression

We will improve progression systems to decrease the gap between new hires and regular employees.

Contract and By-Laws

We will follow the provisions of the contracts and local by-laws and will provide copies to all members.

Shop Stewards

We will hold elections for all shop stewards and will educate them so they can represent you better.

Pension

We will strive for a pension plan that stays in line with the ever rising cost of living.

Running on the Issues. TDU candidates are set apart by their willingness to run on the issues that are important to rank and file Teamsters, like elected stewards and negotiating committees and strong stands against concessions. Above, election literature from the West Virginia Local 175, British Columbia Local 213 and New York Local 138 campaigns.

in the reform and cannery worker movement, won the top position over the old regime. Two others on his slate won also. Reyes has reportedly let the BAs go, and is bringing in a new team.

Los Angeles Truck Drivers Local 208. TDU Steering Committee member Doug Allan declined to run for a third term as trustee, because he plans to retire before the end of the three year term. Instead, he nominated a Yellow Freight driver and long-time supporter of the reform movement in the Teamsters, Zack Lopez, who won a trustee spot with more votes than anyone in the election. Alex Maheras and the incumbent team won the other positions.

Saginaw, Michigan Local 486. TDU Steering Committee member Dan Campbell won re-election by acclamation as recording secretary of this local which covers much of the area of Michigan. No officers were challenged, unlike three years ago when there was a hotly-contested race.

Lancaster, Pennsylvania Local 771. In this important election, incumbent Lee Via, long-time chairman of the infamous Eight-Cities grievance panel, was defeated in a three-way race. TDUers were present on both opposition slates, and one was elected as a business agent. TDUers and active members in the local and throughout the region feel removing Via was a

significant step forward.

Charlotte, North Carolina Local 71. TDUer Herman Walker narrowly lost in challenging incumbent Conrad Sides for the principal office, by 21 votes. Others lost by narrow margins. Two challengers did win, J.D. Edwards for trustee and independent candidate Carol Hodge as recording secretary.

Pontiac, Michigan Local 614. Secretary Treasurer Butch Williams was defeated in the recent election, after acquiring a national reputation among car haulers for sellouts. He was defeated by Marlene Jermeay, a clerk at Anchor Motor Freight. Jermeay ran on the Membership Slate, headed by TDUer Billy Ray Apperson. The incumbents won the other positions — it would have been very close except BA Bob Elkins persuaded several hundred Anchor drivers to vote a ticket of all Anchor members. The result was the re-election of the incumbents, except Williams.

Shreveport, Louisiana Local 568. TDU member and Roadway driver O.L. Pinson was elected by acclamation as trustee, TDUers here report. The incumbent slate of Laird Evans won most positions.

Philadelphia Local 463. The Department of Labor went to court here following massive vote irregularities in the 1985 election, and a Department of Labor conducted election is coming up in April, 1987. The BOWL (Better Opportunities With Leadership) slate, including some TDUers, narrowly lost in 1985 and uncovered the vote-stealing that has led to the new election.

Chicago Local 710. The Department of Labor is currently in court over election irregularities uncovered by TDUers in the 1985 election. Depositions are being taken this month, and it is likely a Labor Department conducted rerun election will take place in 1987.

Boston Local 504. TDUer Dave Robbins was elected, unopposed, as recording secretary in this Boston area local.

continued on page 7

Baltimore Rank & File Election Victory

Andrew Surguy
Preston
Local 557, Baltimore, Maryland

In August our rank and file committee here in Baltimore selected ten candidates to run in the Local 557 election. Our local is the main freight and carhaul local in the area.

After a tough campaign, in a three-way race, the rank and file ticket won overwhelmingly, gaining seven out of ten positions. Several TDUers were among those who won.

Clifton McDonald won the president's spot (principal officer in the local) and Hermann Myers was elected as secretary treasurer. Sue Erb won the recording secretary position, and myself and Joe Adams were elected as trustees. John Clemmons and Roger Brown, also on the slate, won two of the three business agent positions.

Our campaign actually began over six months ago when rank and file leaders McDonald and Myers beat incumbents in an interim election for business agent positions. Our committee also spent the entire year preceding the election working to improve



Andrew Surguy, new Local 557 Trustee.

pension benefits in our local. Just two weeks before ballots were cast the incumbents helped out by announcing a 30% increase in pension benefits and \$5,000 increase in death benefits.

Although the issue of benefits was central to the campaign, just as important was membership dissatisfaction with representation and a strong desire for change. Now our rank and file slate is looking forward to the challenge of moving Local 557 into the future. We thank all of you for your support and votes.

Gains Made in Bylaws Vote

Fight Continues Against Joyce Dictatorship

On December 14, 1986 rank and file members of the giant Chicago Local 710 took another step in their ongoing effort to bring democracy to their local. On that date a court-order vote on an elected stewards' bylaw amendment was conducted. In an election marred by intimidation and a number of irregularities, the amendment failed to pass. The vote was 777 to 535. Despite this temporary setback, Local 710 members made some important gains and continued their opposition to the William Joyce dictatorship.

A surprise in the election, and barometer of growing support, was the support shown for the amendment at the union hall vote in Chicago. As expected, Local 710 officials activated

their machine and did everything possible to get "no" votes. They drew nearly 490 but amendment supporters were able to rally a very strong turnout of 275. In the atmosphere of intimidation and pressure to "go along" with the hall, this support is an encouraging sign. It was also the strongest opposition in many years.

Three other walk-in votes were conducted, as ordered by the court, in Decatur, Illinois and Vincennes and Warsaw, Indiana. Although these meetings were lightly attended, the votes conducted were all overwhelmingly in favor of the elected stewards' amendment. In Decatur, Local 710 officials' attempts to sway votes was not helped by remarks from one of

their supporters that the members were too stupid to vote for their stewards.

A major gain of the rank and file campaign for elected stewards was the right they have won to have ballots mailed to members living more than 50 miles from the nearest voting location, or who were not able to vote in person. Nearly 900 requests for ballots were made, but many members report that they did not receive their ballots. Another problem was the failure of the court's order to provide adequate protections and safeguards for the mailed-in ballots. This situation resulted in what activists consider a rigged mail-in vote.

The fight for democracy in Local 710

continues. Rank and filers will attempt another elected stewards bylaw change this year, hopefully with better safeguards and protections. Furthermore, the DOL investigation of the last 710 local election is continuing and hopefully will result in a DOL-supervised election this spring.

If the DOL rules for a supervised election Joyce and his buddies will, almost certainly, have to face a mail ballot vote, conducted by the Labor Department. With The DOL closely watching and the rank and file getting better organized and more confident at every step, the years of battling, stolen elections, lawsuits, and frustrations will end in a brighter day for the rank and file members of Local 710.

Philadelphia BOWL Gets Election Rerun

BOWL, the rank and file reform slate in Philadelphia Local 463, received quite a Christmas present this year in the form of a court-ordered reelection, supervised by the Department of Labor.

In the consent decree issued by Senior Judge, Raymond J. Broderick, the election for officers in 1985 was declared void and the local ordered to conduct a new election no later than April 20, 1986. Jerry Leech, BOWL presidential candidate (who lost by 7 votes in the voided election) said, "This is the culmination of a long, hard fight for us and our many rank and file supporters. The local union has spent unknown amounts of money on court actions and legal fees in an effort to get BOWL to give up. We have persevered and will continue to campaign hard till the rerun is held."

Now that a new election has been ordered, the incumbents have taken a new tack to intimidate the BOWL slate. The incumbent officers have

threatened to bring internal charges against certain members of the BOWL slate for use of the union phone. At the last few union meetings they have insinuated that members of the BOWL slate charged \$800 of telephone calls to the union phone number.

Leech said, "To set the record straight, there was only one member of the BOWL slate who charged phone calls to the union. He is a steward at Entemanns and it's been the practice of Entemanns' stewards for years to keep in touch with each other by phone and charge it to the local number. The BOWL candidate charged four calls to the union phone with the authorization of Business Agent Dave Tomlin. The calls were made to two other Entemanns' stewards at the Entemanns' shop in Baltimore which is in Local 463. These calls totalled \$12. When these outrageous charges hit the streets, we want to let people know what's really happening."

Election Roundup Continued

continued from page 6

Nashville Local 480. Luther Watson managed again to win election in the Nashville area trucking local with less than a majority vote, facing a divided opposition. Five candidates ran for the top position. PIE driver James Mathis finished second. The election has been protested by Mathis and Terry Lovan, who narrowly lost the trustee race.

Watson is widely disliked for his role in the Southern Conference grievance panel, but has survived in his local for lack of a united and effective alternative.

Toledo, Ohio Local 20. Incumbent president Harold Leu and slate defeated former VP Bill Raika and a reform slate by a 55%-45% margin.

Lansing, Michigan Local 580. Nellie McKim, chair of the Michigan carhaul panel, survived an election challenge from a slate headed by TDUer Gene White. White and his slate got about 40% of the vote, and have filed an election protest charging numerous irregularities.

Newark Local 843. TDUer Gene Giacombo finished second in a five-way race in this brewery worker local, with the incumbents retaining office in a large field of challengers.

South Bend, Indiana Local 364. Incumbent Bob Warnock and slate won re-election over a challenging slate put together at the last minute. The incumbents won by a 2-1 margin in a light turnout.

Philadelphia Local 623. The incumbents won re-election in this small local union. TDU Steering Committee member John Braxton nearly won a trustee position, getting 46% of the vote needed.

St. Louis Local 600. The incumbents easily won re-election in this freight local. Most members of TDU Chapter 600 supported them; TDUer and Preston steward Jerry Bay ran as a "watchdog" candidate for trustee in a last minute effort, but fell short.

Scranton, Pennsylvania Local 229. Incumbent officials defeated an opposition slate by a 60-40 margin.

New Year's Resolution



One New Year's resolution we can all agree on is to make our union strong and democratic. In 1986 Presser showed us what he thinks of the rank and file by ignoring positive proposals raised at the IBT Convention. In 1987 let's show him that Teamster members will stand up for their union. You can start by joining TDU.

Membership Application

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Help Build TDU

The rank and file movement has become a major force in our union, but we need to keep growing. As part of your New Year's resolutions, set out to recruit TDU members and spread the word on TDU. Use the form below to order a recruitment kit and monthly bundle of **Convoy Dispatch**.

☐ Please send me a membership recruitment kit.

☐ I can help spread the word about TDU. Please send me a bundle of *Convoy Dispatch* each month.

☐ 100-\$9

☐ 50-5

☐ 20-\$4

☐ 10-\$3

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and union officials.)

Grocery Bag

St. Louis Kroger Drivers Fight Bud Smith Sellout.

85 Kroger drivers, members of Local 610, have filed suit in federal district court in St. Louis against Kroger and IBT warehouse division ramrod Bud Smith, for "bad faith" in denying their job rights. They are seeking lost wages and \$10 million in punitive damages as well. In October, Kroger suddenly announced a decision to pull out of the St. Louis area, selling off the St. Louis stores to the competition and servicing some outlying stores from other distribution centers. In this situation the workers had protection from a no-subcontracting clause and a follow-the-work clause in their contract, and sought to enforce them.

When the company balked, Local 610 went to court and on October 31, Federal Judge Steven Limbaugh issued an injunction barring Kroger from transferring work until a pending grievance was settled. Unfortunately, this is where the dirty work of Smith came into play. Smith, who bagged \$158,576 in 1985 from the members' dues, promptly agreed with Kroger that their St. Louis workers had no rights.

Meanwhile, National Tea Co. purchased about half the Kroger stores in St. Louis and some of its trucks and equipment, and is operating the former Kroger warehouse with the former Kroger transportation manager in charge. They have put only about 8 Kroger drivers to work and are using twice that number as casuals. Schnucks and Wetterau also bought stores but are not hiring Kroger drivers. Kroger denied the St. Louis Teamsters the right to transfer to other facilities that gained work in the change.

Both Kroger headquarters and the IBT in Washington, refuse to comment on the suit by the rank and file, who feel betrayed by Kroger and doubly so when Smith stabbed them in the back. They are not suing Local 610 or its officers. The members are looking for a trial by the latter part of 1987.

West Coast Grocers Still Without Contract.

Teamsters at West Coast Grocers, a division of Super Valu, in Spokane, Washington have been working without a contract for several months. Local 582, representing warehouse workers, had its contract expire on October 31, while Local 690, representing drivers, has been without a contract since September 6. At issue are company demands for wage concessions (Local 690 members have already been on a 3-year wage freeze) and changes in work rules, such as the introduction of a 4/10 work week designed to eliminate overtime.

West Coast Grocery has been bargaining together with United Retail Merchants, in a coordinated management attempt to weaken the union. As CD went to press, there was no indication of a settlement, although the locals and companies were scheduled to meet from January 13-15.

Paul's Trucking Contract Violated

Grocery Local Is Hit by Labor-Leasing

Tom Pizzuto
Paul's Trucking
TDU International Steering Committee
Local 863, New Jersey

Subcontracting of union jobs in the grocery industry is a major problem nationwide and also one that has arisen at my employer, Paul's Trucking, where labor leasing firms are currently delivering our loads to Pathmark stores with cheaper labor.

These labor leasing firms total 12 in all, with the most recent addition to the list a company called A.M.A. Leasing. These drivers were originally hired to fill-in for the busy holiday season, or so we were told. Now they have regular starting times, uniforms, assigned tractors, and are guaranteed 10 to 20 hours overtime per week. Unfortunately, many of the 260 Paul's

Trucking drivers (last year there were 280) don't see what's happening to their jobs.

On October 12 of last year our local called a special meeting of Paul's drivers to quell the unrest that resulted from A.M.A. coming into the picture. The whole executive board was at the meeting, and questions were answered with quick "no's," without any explanations given. The meeting was quickly sidetracked with questions like, "How come I have to drive old tractors while casuals get to drive new ones?"

Secretary Treasurer Joseph Pecora ordered our BA, James Paone, to get a written guarantee of 268 drivers. This produced some praise for the "wonderful" job the local was doing. So now we have a guarantee of 268 drivers while our parent company, Supermarkets General, is growing by leaps and bounds.

Our contract is written to insure that we grow with the company, and has a very strong provision against third-party leasing. Obviously, this is not being enforced. Some of these leasing companies are under contract with Local 863, so the local grows somewhat while we lose jobs.

I have spoken out about these injustices, and have managed to arouse a few good people. This is not enough, and we need more support to get real results. While standing up for the contract and what is right I have been called a communist, strangely enough, and they claim I am using communist tactics to undermine the "great job" our local is doing.

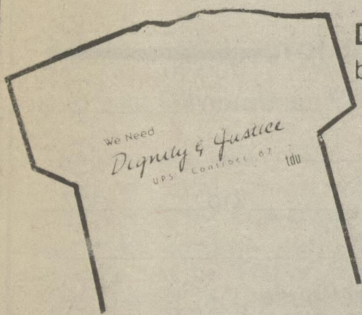
Well, unless we can awaken the rank and file, casuals will be driving all the trucks, and we will be on the outside looking in. It's up to us.

Super Valu Network

In the last issue of CD we reported that a strike settlement reached between Ft. Wayne Local 414 and Food Marketing did not include amnesty for eleven fired workers and six who had been suspended. The company alleged that these workers were involved in picket line violence. Currently the six suspended workers are back on the job while those fired are waiting to have their cases go to arbitration.

Order Form for UPS Contract Materials

The UPS Committee of TDU is dedicated to providing information and organization throughout the contract negotiations. Use this form to make sure you are on the contract bulletin mailing list and to order contract campaign materials, like our new T-shirts and buttons.



Dignity and Justice Contract T-Shirts. Our new T-shirts come in one color, light brown, and carry the *Dignity and Justice: UPS Contract '87* slogan. Price: \$6 each.

Contract Campaign Buttons, emblazoned with the *Dignity and Justice* slogan. Prices: 50¢ each (40¢ each for ten or more.)

Contract Bulletin Mailing List. TDU will be publishing special contract bulletins as the news breaks on negotiations, on what Teamsters across the country are doing and what we can expect to see in the coming months. Make sure you get all the news by signing-up to be on our mailing list. Donation to cover postage and printing is requested. All names are kept strictly confidential.

Item	Size	Quantity	Total
☐ Contract T-Shirts	_____	_____	_____
☐ Contract Buttons	_____	_____	_____
☐ Bulletin Mailing List (Donation)	_____	_____	_____

TOTAL: \$ _____

Name _____

Address _____

City _____ State/Zip _____

Phone () _____ Local # _____

Send to: UPS Committee, Box 10128, Detroit, MI 48210

Dues Increase Defeated

On December 28, Springfield, Massachusetts Local 404 Teamsters overwhelmingly defeated a dues increase proposed by their local. The motion put forward was that "all future contracts negotiated by Local 404 contain a provision that provides the employer to deduct five cents per hour to a maximum of forty (40) hours per week from each member of Local 404's wages, which will be remitted to the local union as administrative dues in the first payroll period each month."

Springfield TDUer Jerry Gaimari reports that the chapter considered printing a flyer opposing the increase, but realized it wasn't necessary when they could not find any members in favor of it. They did urge members to attend the meeting in their newsletter. The meeting itself was one of the biggest ever. Discussion from the floor was short. All Executive Board members spoke in favor of the motion, with the exception of Trustee Lee Mullins. The vote made the members intent clear: the motion was defeated 320 to 26.

Language Needed to Stop Part-time Pension Sham

Pension Ripoff Affects All UPS Teamsters

John Braxton
Preload
Local 623, Philadelphia

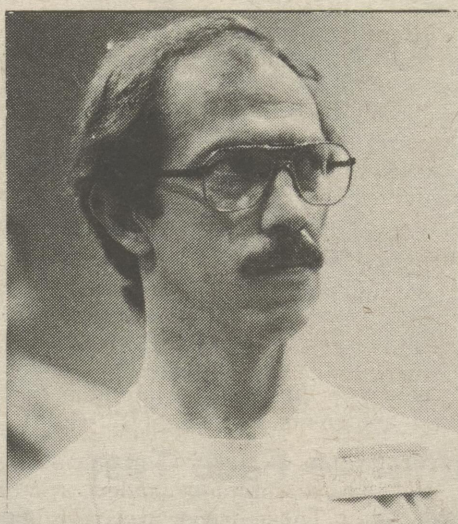
Some recent changes in pension law mean that part-time UPS Teamsters have an improved chance of getting something out of their pension plan. But even with these changes few part-timers will ever see a cent. As contract negotiations approach, this is one of the many issues that needs to be addressed by our negotiating committee. Whether they do take action on this pension ripoff is up to us.

How the Ripoff Works

Most UPS part-timers are covered by the UPS Pension Plan, which is administered solely by the company. In New England and some areas of the West part-timers are in the multi-employer, union-administered plans. Pension contributions are part of the monetary package negotiated by our union.

Pension contributions for fulltime Teamsters are negotiated by the union, and are currently around \$1.50 per hour. For part-timers, no contribution rates are set by the contract, leaving it up to the employer trustees to decide how much will be paid in. Estimates put the current amount, per part-time employee, at about 15c to 20c per hour. This is only one part of the ripoff.

The big ripoff occurs because management sets the rules on who gets credit towards their pension, and they've set rules which ensure they



win. For example you do not start to accrue credit toward a pension until you have worked over 1000 hours in a year. This means you could work ten years straight, getting only 750 hours per year, and not receive credit for those years toward your pension. If on your 11th year you worked 1020 hours, you would start accruing credit from that point. In order to have your pension vested (locked-in) you must have ten years of 1000 hours or more. Under these rules many part-timers could work until they die without being eligible for a pension.

What If You Transfer Out of the Fund?

The UPS Pension Fund has a reciprocity agreement with the Central States Pension Fund. This means that if you transfer into the part-time fund,

you will get credit for your previous work with UPS, and if you transfer from part-time to fulltime, you will get credit for your part-time contributions. No other Teamster funds have agreements with the UPS Plan, so part-timers transferring to other Teamster-organized companies will not get credit for their pension contributions, under those funds.

What are the Benefits If You Make It?

For example, take a part-timer who has worked for twenty years, just over 1000 hours per year. He or she has earned 20 years of vesting service but only 11 years of credited service. Total pension at age 65: \$242.00 per month. At age 55: \$97.00 per month. The maximum credit possible is \$550.00 per month — for a part-timer who has worked roughly 45 years and earned 25 years of credited service!

How Many Get Ripped Off?

In 1985, way over half of all part-timers (25,000) were not even participants in the plan, and excluded from coverage due to the various restrictive rules. Only 13,000 part-timers were participants as of 1985. Only 1000 had their pensions guaranteed through vesting and a mere 16 were actually receiving their pensions. The total amount of money in the plan, in 1985, was \$32 million.

New Laws Will Help

Recent legislation will make it somewhat easier to participate in the

plan. Effective in 1987, all employees over 21 years of age are, by law, eligible to participate in the UPS plan. Under other changes, which take effect in 1989, it will only take five years to become vested in the plan, as opposed to the former ten years. These are positive changes, but have only come about as a result of legislation, not UPS' willingness to make improvements.

Changes Are Needed in Contract Language

Facts show that the UPS Pension Plan is a sham — a ripoff directly affecting thousands of part-timers and indirectly affecting all UPS Teamsters. The puny amount of money UPS pays into the fund is one more huge incentive for them to undermine fulltime jobs and conditions. Our union could stop this ripoff. Here are some ideas on what could be done:

1. The number of hours needed to receive vesting credit should be reduced to 700. At the same time hourly guarantees should be increased to four hours per day.

2. Higher contribution rates should be mandated in the contract.

3. Union trustees should be added to the fund, so that the union has input on rules.

All part-timers covered by the UPS Plan are entitled to information from the plan on their rights and benefits they will receive. Contact TDU for more information on your pension rights.

UPS and Downs

Maspeth, New York Steward Wins Job and Full Pay.

Last April Louis Amuero, Local 804 shop steward at the Maspeth (Queens), New York UPS hub, presented to a supervisor a member's routine grievance about arranging a contractually sanctioned day off. The discussion escalated to an argument when the supervisor unreasonably refused to grant the day off because the request was made more than one week in advance, rather than exactly one week in advance. At the end of the discussion, Ampuero indicated that he would not drop the grievance. As he returned to work, a nearby conveyor belt stopped running and work ceased for a short time. Five days later, Apuero was charged with insubordination, failing to follow instructions, and causing a work stoppage. The penalty: discharge.

At the arbitration hearing, management presented no evidence that the stoppage of the belt was related to the grievance discussion, nor that Ampuero even had an opportunity to instigate a slowdown. Faced with this flimsy case, the arbitrator required UPS to reinstate Ampuero with full back pay. His termination, an obvious attempt to intimidate stewards who aggressively pursue grievances, backfired on UPS management. Our congratulations to Louis for standing up for the employees he represents and for returning to work to continue the job.

Philadelphia Local 623 Trades Away Fulltime Jobs.

The Executive Board of Teamsters Local 623 in Philadelphia has agreed to a UPS proposal to eliminate the guarantee of 43 fulltime inside jobs. These preload jobs are protected against replacement by part-timers by both the national UPS contract and the Philadelphia supplement. The issue was one of the major reasons for the 15-week strike back in 1976.

UPS has long wanted to do away with the guarantee, since the company can save over \$15,000 per year by replacing a fulltimer making \$14.51/hour with two part-timers making \$9.00/hour. A few other locals have already given up their fulltime preloaders. Local 623 had rejected previous company proposals, but the executive board was apparently tired of fighting and was lured by the promise that UPS would expand in Philadelphia, and thus bring more members to the local. In addition, fulltime preloaders would be allowed, in the deal, to bid on driving jobs.

Most of the preloaders believe that UPS was going to expand in Philadelphia anyway; and that new jobs would have been put up for bid by preloaders. They have circulated a petition opposing the deal and calling for a vote of the UPS membership on the contract change, which is mandated by the Teamster Constitution. If necessary, they plan to go to court to get this right.

Break it Down, Not Apart!

A Charlotte, North Carolina feeder driver was recently shocked by the experience of having a dolly break in half as he was breaking down the doubles he had just driven into the yard. The dolly was a 96,000 series that had been retrofitted for the new wider trailers. It broke at the point where the tongue meets the axle. Feeder drivers — have you had trouble with these dollies?

Orlando Feeder Drivers Face Safety Problems.

UPS feeder drivers in Orlando, Florida are trying to solve three safety problems related to UPS policy. Drivers Richard Herold and Robert Galloway explain that UPS routinely assigns them to pull a 102-inch trailer with a 96-inch trailer in back, causing the problem of the "invisible" rear trailer. This makes passing cars extremely difficult and brings on handling problems when the front trailer avoids highway grooves but the rear finds its way into them.

Another common problem is the assignment of double trailers by volume, not weight. Drivers hooking up or picking up a set of doubles only know whether their trailers are 50% or 100% full but not how much they weigh. As a result, they experience the problem of heavier rear trailers.

The third problem involves both safety and pay. Although drivers have been told that certain runs exceed 500 miles, they note that their odometer shows anything from 475 to 492 miles, depending on the age of the tractor. They believe these discrepancies are caused by the companies switching a gear in the odometer. Orlando drivers are interested in hearing from other feeder drivers with the same problem and are also interested in solutions. They have written up the mileage discrepancy repeatedly on their car condition reports and gotten no response from UPS. They are also seeking new language in the contract that would provide for mandatory weighing of all double trailers before hooking and for dispatch of 102-inch and 96-inch wide trailers only in matched sets.

Dixie-KAT Merger Used as Cover for New Attacks on Contract Rights

The merger of Dixie Transport and Howard Sober Inc. (owned by Coltrans) with KAT and Dallas and Mavis (owned by Jupiter Transportation) is serving as a cover for further attacks on the contract rights of Teamsters. Members in both the truckaway and the driveway sections are being hit with new demands for concessions.

In driveway, the Sober (Coltrans) operation in Springfield, Ohio, will now be operated under the Dallas & Mavis (Jupiter) name, but will be run separate from the existing KAT driveway operation. For several months, Jupiter's labor relations man, Gordon Birdsall, has put intense pressure on KAT and Dallas & Mavis driveway Teamsters across the country to accept wage cuts of 2c to 4c per mile.

The merger has provided Birdsall with a new opening to attack the wages and seniority rights of Springfield KAT yard employees. On January 2 Local 654 members were told they would have to sign on with a new company and accept a cut in their incentive pay from \$26.35 for each truck saddlebacked to \$23.00.

Birdsall cancelled a January 2 meeting with the members, saying he would be out of town. However, several members discovered he was meeting secretly at the Holidome Motel with Don Hager, Local 654 secretary-treasurer who was defeated in a recent election but is still in office pending Department of Labor certification.

Management claims the wage cuts

for both drivers and yard workers in Springfield were approved by the November National Grievance Panel, even though that decision makes no mention of yard work being shifted to another company and was based on a statement from Birdsall that includes at least three misrepresentations (to put it politely). The vote Birdsall claims to have taken in October was in fact an individual shakedown of drivers by terminal manager Gerald Winter. Legal action to invalidate the phony vote is being considered.

The effect on KAT and Dixie owner-

operators in the Eastern Conference is less clear, but management is testing the water. KAT brokers in New Jersey were reportedly told they would have to sign new and inferior leases under the Howard Sobel label. Management claims they will quit paying tolls and will require owner-operators to pick up assorted license and insurance costs.

The contract states clearly that leases cannot be substandard to the contract. To protect themselves many owner-operators plan to sign any new leases with the explicit statement that they are giving up no contract rights.

Local 299, National Committee Face Test

CCI Double Breasting Fought

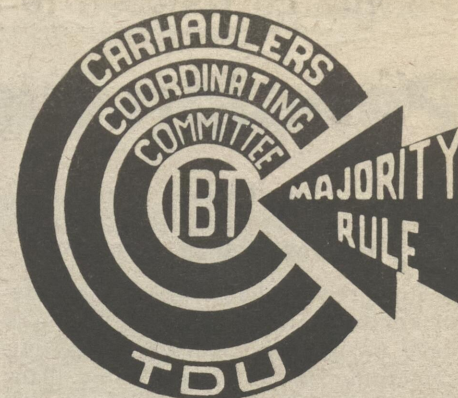
When the carhaul contract was "sold" in 1985, BAs across the country praised the new language in Article 33 on "Double Breasting." It reads in part, "the Employer agrees that no operation, work or services... presently performed or hereafter assigned to the collective bargaining unit... by the Employer will be subcontracted... diverted, assigned... in full or in part by the Employer to any other plant, business, person... unless specifically provided and permitted in this agreement." (pages 80-81)

Soon a grievance will go to the national committee which will test whether our union will enforce this protection. On December 15, F.J. Boutell, a specially revived subsidiary

of Ryder Systems, began hauling traffic out of the new Detroit plant using sleeper teams on a running mile basis. This work had been assigned, in writing, to CCI members of Local 299. Boutell was revived only after CCI members on two occasions unanimously rejected a demand that they haul this premium traffic on a running mile basis.

Ryder's defiance of our contract is not limited to the 20 jobs hauling the new Cadillac Alante. They propose to "mix" the Alantes with other traffic out of the new BOC plant. Does that mean they can put one Alante on a truck and haul a whole load of cars on the running mile?

Ryder wants the Boutell drivers to be in the union, on Ryder's terms. But



As this merger goes ahead, management is certain to try and play one group against another. Improved communication between all stewards and members involved is the best way to blunt this attack.

Local 299 will be the exclusive bargaining agent and there is no law that requires 299 to sign a substandard agreement, even if the Boutell drivers vote to work below scale. Although no one has seen anything in writing, it seems likely that International Vice President Walter Shea has given an unofficial ok to this deal and will pressure Local 299 to go along.

None of us get to vote for Walter Shea to oversee our contract. But he also does not get to vote for our Local officers and BAs. Local 299 members have asked their BAs to hang tough in defense of our jobs.

E&L Jobs Threatened

A dozen hourly jobs at E&L in Detroit Local 299 are being threatened by a subcontracting scheme. Ford has reportedly asked that inspection jobs be done by a third party, who would be paid by E&L. A Teamster official recently estimated that already over 180 jobs have been filled by a "third party" inspector, Intermodal Transportation Services, at GM carriers around the country.

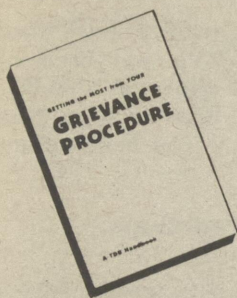
Unfortunately, in a GM case, the National Grievance Committee has ruled that the prohibition against subcontracting in Article 33 (Work Protection) does not cover these jobs.

It would be perfectly legal and consistent with Article 33 for the union to insist that the terms of any subcontracting provide for the payment of the contract rate, for employment of those now doing the work and for maintenance of transferability of seniority between both operations. If there is a legitimate reason for this shift and it is not simply an effort to get cheap labor, then neither the shippers nor the carriers should have any objection.

In fact, there is a clear precedent with Ford in Local 299. In the late 1970's Ford dictated that the yard operations at its Wayne Assembly plant be split off from the carrier to a specially-created minority-owned operation. The existing employees were transferred to the new operation and seniority transferability with the carrier was maintained.

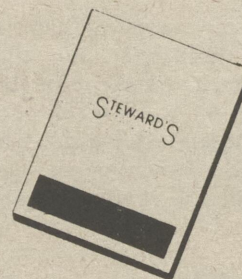
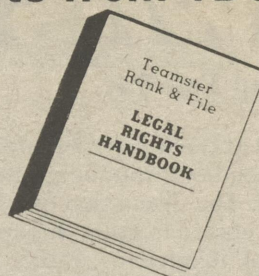
Get Informed — Order Educational Booklets from TDU

TEAMSTER RANK AND FILE LEGAL RIGHTS HANDBOOK. This comprehensive 312 page book was written by experienced labor attorney Ellis Boal and covers your rights in the union and at work, detailing the laws in easy to read language. Price: \$7 each, \$5 for five or more.



GETTING THE MOST FROM YOUR GRIEVANCE PROCEDURE is written for rank and file Teamsters who are looking for the best strategies to use in preparing, presenting and organizing around grievances. Price: \$1 each.

STEWARD'S MANUAL is a comprehensive 30 page guide for stewards that was compiled from dozens of union steward's manuals and labor education courses. Special emphasis on building unity on the shop floor and in the union. Price: \$4 each or \$3 each for five or more.



Item	Price	# of Copies	Total
Teamster Rank and File Legal Rights Handbook	\$7 ea.; \$5 ea. for 5 or more		
Getting the Most from Your Grievance Procedure	\$1 each		
Steward's Manual	\$4 ea.; \$3 ea. for 5 or more		
TOTAL			

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Address _____

City _____ State _____ Zip _____ Phone _____

Return to: TDU, Box 10128, Detroit, MI 48210

Convoy Dispatch Interview with South African Union Leader

"Our Unions Are Worker-Controlled"

In late November Convoy Dispatch had the opportunity to interview a leader in the South African trade union movement, Amon Msane, who was in the United States to meet with trade unionists. Msane is a shop steward at the 3-M plant in Johannesburg and also Chairman of the Johannesburg branch of the Commercial Catering and Allied Workers Union. As well as being a leader in one of the fastest growing, democratic labor movements in the world today, Msane was also an organizer of a walkout at 3-M in Johannesburg in solidarity with 3-M workers in Freehold, New Jersey, whose plant was being shut down.

Part of the job of reviving the labor movement and rebuilding our union is by building unity with other trade unionists and better understanding the problems of labor in the world today. We hope this interview will be a step in that direction.

CD: Tell us about the structure of your unions in South Africa. In our union and many here in North America our top leadership is out of touch with the members. How do you avoid this?

Msane: The structure of South African unions is different from your unions in that no bureaucratic structures are allowed to exist in our unions. They are worker-controlled. The workers are the ones determining the pace and direction of the union, not the bureaucrats. We directly elect and remove our leadership at any time. Also, there is national cooperation among the black trade unions in South Africa.

If a union leader develops a tendency to be bureaucratic, there are recall processes that make it possible to



TDUers met with South African trade union leader Amon Msane at the November Labor Notes Conference in Detroit. Above, TDU Co-chair Joe Day and Msane.

remove someone like this. Another factor in keeping our unions democratic and vital is that we do not only concern ourselves with the problems of the workplace. As you know, conditions are very bad in South Africa and we are confronted with problems at home as well as at work. Therefore, we form alliances with community organizations.

CD: Tell us something about the walkout in solidarity with the 3-M people in New Jersey. Why were you and your co-workers, halfway around the world, willing to do that?

Msane: In 1984 we formed some links with the 3-M local in Freehold, New Jersey. In 1985 these links became stronger as we learned that 3-M

planned to shut down part of their plant, and that the workers were trying to save their jobs and community. We got t-shirts the Freehold workers made with "3-M — Don't Abandon my Hometown" printed on them. We ordered more of these t-shirts from them and wore them during our own negotiations. This intimidated 3-M. Our idea was to show 3-M that we were aware of the injustices they were practicing in other parts of the world, and that we were prepared to share the hardships of other 3-M workers.

We learned that on February 28, 1986 the first New Jersey 3-M workers were going to be laid off. We decided our strike would coincide with that and told the New Jersey workers, who

were supportive. At 1 pm on that day we staged a walkout with all of us wearing the t-shirts. TV crews were around, and the press. 3-M tried to discourage the strike. At first, they locked all the gates to keep us in, but then reconsidered and let us go out to demonstrate around the neighboring plants. As a result of our walkout 3-M got the message.

We also wanted to show workers in the United States that as much as we are suffering in South Africa we are also prepared to sacrifice for other workers in other parts of the world.

CD: Do you have anything else to say about the state of the labor movement?

Msane: In the long run if we keep in touch with each other and keep working on issues together perhaps we will come up with a structure that will benefit all workers of the world. . . In particular, we need to look toward that day when unions in all parts of the world can work out strategies to fight the global multinationals. . . Unions have been relaxing while multinationals advance. We need to continue with the process of bettering our organization and making our struggle international.

Wives Show How To Organize

"We're not going to give up. The company thinks you will if they pressure you, but we are proving them wrong," says Mary Kennedy from Chicago. Her husband is a carhaul owner-operator for CCI in Chicago Local 710.

"Our husbands were out driving for many hours. They didn't have time to write grievances up and look for evidence to back them up. They needed help, so that is what we did. We learned their contract, read *Convoy Dispatch*, and learned everything we could."

"One of the women knows about government agencies, so she helped us by getting an NLRB book and we learned that. Another of us is a real go-getter, so she calls others and keeps us all communicating with each other. We all have jobs we are doing to help out. We have even gone in and talked with the terminal manager."

One way they keep the work from falling on one person's shoulders is to appoint a chairperson for each grievance. When someone has information that will help substantiate a grievance they send it to the person in charge of that particular grievance. It also helps the steward when he has everything he needs to make a case.

The women in Chicago have things so organized they even put out a one page report to let the drivers know what is happening with grievances. "Well, we feel you can't enforce your rights if you don't know them," says Mary. So they make sure they use all

their sources, which include contacting the TDU office. "Without your experience and advice, we wouldn't be able to accomplish all we have."

"We all work hard, and we all share in the unity and solidarity that comes from helping each other."

Kansas City Local 41 Fears Bylaws' Amendment

Just before going to press *Convoy Dispatch* learned that Kansas City Local 41 President John Coutts and the Local 41 Executive Board refused to allow rank and file members the right to put a bylaws' amendment before the membership for consideration.

At the January 3 union meeting, reportedly the first that Coutts has attended in some time, a resolution was read to the membership basically stating that all amendments would be reviewed (and rejected, apparently) by the executive board. Local 41 TDUers and others had duly submitted a bylaws' amendment providing for elected stewards. Another amendment had been submitted by Local 41 BA, Dale Holland, and it was also rejected.

Local 41's action goes against all previous IBT interpretations of how

bylaw amendments are to be handled. TDU attorneys are currently investigating what can be done legally to stop this violation of members' rights to participate in their union.

Roadway

continued from page 1
that over 500 warning letters have been given at this 50 person terminal since January of 1986.

Only time will tell if management has really cleaned up its act, and we'll let you decide if the memo was official Roadway policy or not. But another memo circulating gives us an idea of one way that Roadway plans to "clean up" this situation. According to this memo, all terminals are being ordered to buy paper shredders.

TDU Meets

Eastern Massachusetts/ Rhode Island

Saturday, January 10
12:00 am
VFW Hall
Chilson Road
Mansfield, MA

Atlanta

Saturday, February 7
7:30 pm
College Park Fire Department
Sullivan Road
College Park, GA

Denver

Saturday, January 24
11:00 am
Western Motor Inn
4757 Vasquez
Denver, CO

Albuquerque

Thursday, January 22
7:30 pm
Ramada Inn
25 Hotel Circle
Albuquerque, NM

Tucumcari

Friday, January 23
11:00 am
Tucumcari Inn
2000 West Tucumcari Blvd
Tucumcari, NM

Wisconsin Educational Conference

Sunday, February 22
For time and location call
(313) 842-2600

Sacramento TDU Chapter

Steering Committee Meeting
Sunday, January 18
Call (916) 739-0815 for more info

Biggest Carriers Dominate More of Market

Best Year Since 1978 for Freight Industry

The freight industry has bounced back from years of shaky growth to mark its most profitable year since the advent of deregulation in 1979. Despite a sluggish performance by the rest of the economy, all significant economic indicators were positive for the trucking industry.

Revenues for ICC carriers were up by 7% from the 85 figures, while expenses increased by only 5%. The profit margin for carriers rose over 50% in 1986. And the operating ratio of 94.7 was the best performance since 1978.

The major factors cited for the surprising economic performance were savings in fuel costs (down 15%), increased productivity through the use of new equipment and computerized operations and "cost control". *Trans-*

port Topics (12/15/86) makes no bones about what "cost control" means: "salaries and wages have been the focus of cost controls." Labor costs are the number one expense and the easiest factor for the freight carriers to control. Wages as a percentage of total expenditures have dropped for NMFA carriers through various concessions such as ESOPs (at PIE, Smith's, Transcon) outright wage concessions (PILOT/TNT) or the use of two-tier employees and cut-rate casuals.

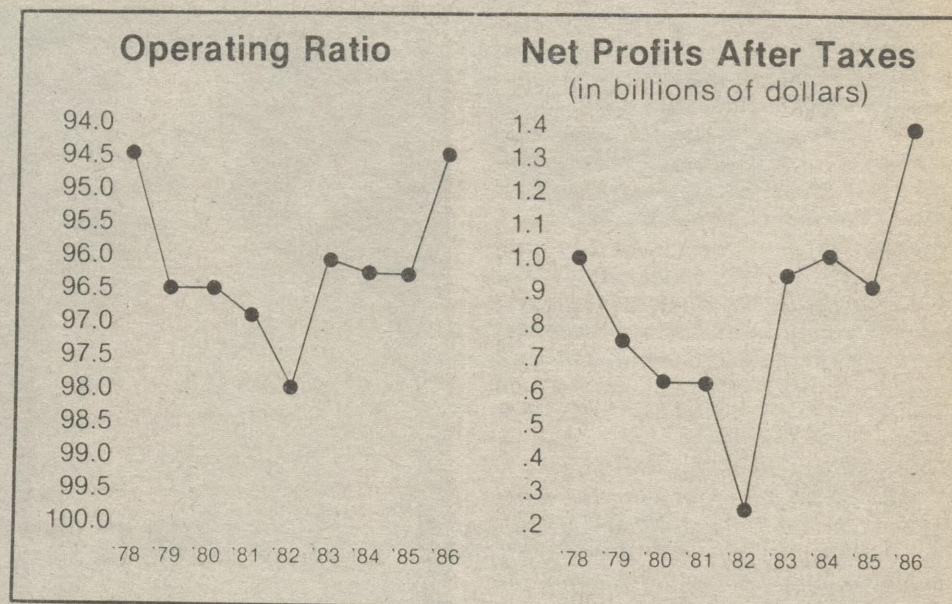
Failures Still Occurring at Record Pace

While the economic picture for the largest LTL carriers and the non-union LTL carriers looks good, the economic picture for many other remained bleak. In fact, 1986 will mark the seventh year in a row of record-setting business failures. While the bulk of these failures are in mom-and-pop operations, several medium and large freight carriers closed in 1986. McLean, Halls, and Mushroom all went out of business. Campbell 66 and Murphy cut operations drastically.

The future for medium and smaller LTL carriers appears just as shaky for the coming year. Many experts predict a continued period of slow growth for the economy causing significant overcapacity and cutthroat competition. Competition will focus on rate-cutting, leaving mid-size and smaller carriers caught in the middle between cut-rate, non-union operations and the industry giants, both of whom are in a much better position to absorb losses.

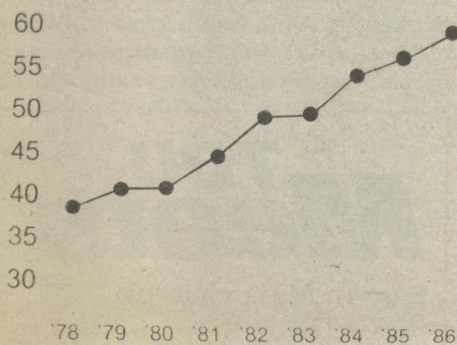
The Big Get Bigger

LTL freight continues to be domi-



These graphs show the dramatic increase in operating ratios, profits and the increasing concentration of LTL freight by the largest carriers. The jump from 85 to 86 was even more impressive considering the economy experienced only minor growth.

Top Ten LTL Carriers Market Share (percent of market)



According to *Business Week* the top ten freight carriers control an incredible 60% of the market and 90% of the profits.

many of the larger carriers, particularly the big three, began to aggressively pursue truck load freight once again during the past year, reversing a trend away from TL that began with deregulation.

What's the Future Hold?

Will the increased profits of 1986 be shared with Teamsters under the NMFA? A lot depends on next year's results. Some analysts predict a drop in overall profits with increased rate cutting in 1987. Fuel costs are unpredictable. If the economy suffers through another slowdown, tonnage and business could drop.

What is clear, however, is that the largest and most profitable LTL carriers continue to grow and make money. The top 15 LTL carriers employ about 115,000 Teamsters, or more than half of those covered under the NMFA. Business failures among marginal NMFA carriers has resulted in their freight being swallowed by the larger ones, creating an ever-growing pool of Teamsters working for the money making carriers. This puts these Teamsters in a much more advantageous position come bargaining time in 1988.

The employers no doubt will still be crying about non-union competition in 1988, which is largely due to the failure of the IBT to organize, but they will hardly be able to cry poor. 1988 may be the year to take back the concessions of the past few years.

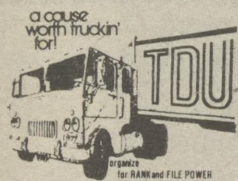
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The TDU Hat is blue and white with the TDU emblem in red, yellow and blue on the front. It's made of tough, "breathable" nylon mesh, and adjusts to all sizes. Prices: \$6.50 each, \$5.00 for orders of 5 or more.

TDU Jackets and Vests are blue with the Teamster and TDU patches on the front, and "A Cause Worth Truckin' For" logo on the back. Lined jackets and vests: \$22.00. Unlined Jackets: \$17.00.



TDU Sweatshirts: This new item comes in a variety of colors and is emblazoned with the "Cause Worth Truckin' For" logo. Crew neck: \$10.00. Hooded, zipper sweatshirt: \$12.00.



Enclosed is \$_____ for:

	Size	Quantity	Color
Lined Jackets	_____	_____	_____
Unlined Jackets	_____	_____	_____
Vests	_____	_____	_____
Hats	_____	_____	_____
Crewneck Sweatshirts	_____	_____	_____
Zipper Sweatshirts	_____	_____	_____

Name _____

Address _____

City _____ State _____ Zip _____

Mail to: TDU, Box 10128, Detroit, MI 48210

Financial Reports Available

Full-year 1985 financial reports are now available from TDU for many freight and tankhaul carriers, as well as six-month 1986 figures (full-year 1986 will not be available for some time). These reports give the breakdown on profit, revenue, expenses (salaries, wages, maintenance) tonnage and many other categories. Write TDU to obtain a copy. Non-TDU members please include a donation.